



SUSTAINABILITY REPORT 2023



Navios Maritime Partners L.P.

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CEO FOREWORD

Angeliki Frangou
CEO & Chairwoman
Navios Partners



As leaders in the maritime industry, we chart our course through the ocean of global commerce towards a more sustainable future. We embrace sustainability as an imperative for our society and planet.

Maritime transport provides an essential service to society. Our industry transports the goods, commodities and energy needed for people to thrive. Our industry does this for almost ninety percent of all goods traded, and we do it in the safest and most efficient way. The past few years have been particularly challenging, given the geopolitical tensions and other negative effects of a pandemic, the Ukrainian conflict and the war in the Middle East. Yet, we have not been derailed from our mission of adopting environmentally friendly practices and maximizing decarbonization whenever possible.

Though it seems we may have entered a period where 'black swan' events are seemingly more common, this ever was and will always be the case. Our industry is beset by all sorts of unknown and unpredictable events, be it conflict or natural disasters. Our approach in the face of these ongoing challenges is to remain resilient and agile while keeping our eye on the destination in the distant horizon. Ultimately, we will arrive.

I am continually inspired and encouraged by my colleagues, be they at sea or in our offices. Their unique abilities and sincere commitment to not only do things right, but also to do the right thing, reassures me in the strength of our organization. I extend my sincere and warm thanks to them. Your outstanding capabilities are noticed and appreciated.

I am also immensely encouraged by the progress in our decarbonization journey. We increased energy efficiency by over 5% (measured per ton mile across the fleet by weighted average), and we achieved this while improving the safety and wellbeing of our people. Our LTIR (a measure of safety based on people-related incidents) is down by 42% across the fleet by weighted average. We have also enhanced our in-house knowledge of emissions trading systems, and we have tasked personnel with oversight of climate risk management processes.

Sustainability is not a passing trend or a superficial concept, but rather a fundamental shift in the ethos of how society will conduct itself. We expect that over the coming years, there will be an interplay between the regulatory and technology world, driving sustainability forward. We are fully aligned with these future requirements.

Our 2023 Sustainability Report reaffirms our steadfast dedication to participate meaningfully in this transition. It reflects our prior accomplishments and future commitments to work hard to minimize our environmental impact, promote social equity, all while adhering to the highest standards of corporate governance.



OUR VALUES

In an industry defined by interconnectedness, driven by globalism, and dependent on finite resources, sustainability must be more than an aspiration or set of moral desires; it must reflect an understanding of how an organization impacts society and the environment, and a commitment to reducing negative impacts. Our values reflect this understanding and guide our everyday operations.

RESPONSIBILITY through personal accountability for our actions and results. We accept the consequences of our decisions.

RELIABILITY by consistently delivering cargoes safely and on time.

HONESTY insisting on truthfulness with each other, with our customers and in our business records. We expect and value open communication and integrity.

Continuous pursuit of **EXCELLENCE** through hard work and continuous self-improvement.

OWNERSHIP & COMMITMENT by doing what we promise and being accountable for what we do.

SUSTAINABILITY is at the core of our ethos. A sustainable company is a resilient company – one that can thrive through the changes that the future will bring.

This is Navios Maritime Partners L.P.'s ("Navios Partners") fourth annual Sustainability Report and refers to the period 01 January through 31 December 2023, with references to operational and other targets for 2023 and beyond.

It conveys the company's approach to Sustainability, broken down into Environmental, Social, and Governance ("ESG") fields. The report also tracks performance compared to previous years and industry benchmarks, and it describes the targets that the company has set for its future performance.

The report considers the following standards, goals, and guidelines in compiling and presenting the report's content:

- **United Nations** Sustainable Development Goals (SDGs);
- **GRI Standards** deemed material to our operations;
- Reporting Requirements of the **Poseidon Principles**;
- **New York Stock Exchange** (NYSE) ESG Reporting Guidelines; and
- Marine Transportation Sustainability Accounting Standards of the **Sustainability Accounting Standards Board (SASB)**.

This report provides a transparent account of the company's Sustainability performance, targets and strategy, and applies rigorous global standards for comparability and comprehensiveness.

ABOUT THIS REPORT

NAVIOS PARTNERS ACTIVITY METRICS

70 years of maritime experience



151 vessels

US \$1.3B in revenue



5 offices around the world¹



4,910 seafarers engaged for Navios Partners



350 land-based employees²



5,704 port calls



9,349,759 nautical miles sailed



47,988 operating days

99.1% fleet utilization

NAVIOS PARTNERS FLEET

78 Dry Bulk Vessels³

9.6M DWT³

Average age: **10.6** years⁴
vs Industry avg: 12.0 years

36 Containerships³

172,314 TEU³

Average age: **11.0** years⁴
vs Industry avg: 14.1 years

37 Tanker Vessels³

4.8M DWT³

Average age: **7.8** years⁴
vs Industry avg: 12.9 years

INTRODUCTION

Navios Partners is a global shipping and logistics company providing worldwide seaborne transportation and trans-shipment solutions. It was founded in 1954 with the purpose of transporting iron ore to the US from various locations around the world. Since then, our operations have diversified both internationally and in the scope of our transportation services. In 2023 our total fleet has reduced in size slightly from 2022: 15 vessels were sold from our dry bulk and tanker fleets, we acquired 5 vessels for our container fleet and one chartered-in dry bulk was redelivered. As of 31 Dec 2023, we operate a fleet of 151 owned vessels across our dry bulk, tanker and container fleet³.

- Our fleet is significantly younger than the industry average, led especially by our tankers, which come in at nearly 40% younger than the global fleet.
- We own 151 vessels and brought in over US \$1.3B in revenues last year, making us one of the largest publicly traded shipowning companies on the NYSE.
- We have provided transportation services for 70 years and are proud of our historic roots.

Fleet Composition ³	2022	2023	YoY ±
Bulker	83	78	-5
Container	35	36	+1
Tanker	44	37	-7

Total DWT/TEU ³	2022	2023	YoY ±
Bulker DWT (mil)	9.7	9.6	-0.1
Container TEU	167,014	172,314	+5,300
Tanker DWT (mil)	5.4	4.8	-0.6

Fleet Avg Age ⁴	2022	2023	YoY ±
Bulker	10.0	10.6	+0.6
Container	10.3	11.0	+0.7
Tanker	8.5	7.8	-0.7

¹ Navios Partners maintains its head offices in Monaco. Navios Partners has contracted with a wholly-owned subsidiary of N Shipmanagement Acquisition Corp. (NSM) for the commercial, administrative, and technical management of its fleet. Navios Partners occupies office space provided by that NSM subsidiary.

² Navios Partners does not employ any staff. The NSM subsidiary contracted by Navios Partners for the commercial, administrative, and technical management of its fleet employs land-based employees.

³ Vessel number, DWT, and TEU figures are based on the fully delivered fleet.

⁴ Average age based on the DWT of the fully delivered fleet.

OUR ENHANCED ESG ROADMAP

ENVIRONMENTAL RESPONSIBILITY & SUSTAINABILITY

- Measuring, monitoring and reporting beyond Scope 1 emissions for a more holistic approach to carbon footprinting.
- Ensuring full compliance with emission reporting schemes and environmental regulations.
- Implementing best practices for improving fuel efficiency and reducing vessels' carbon footprint.
- Upgrading technologies to enhance the energy efficiency of the fleet, including energy-saving devices and optimized propulsion systems.
- Undergoing an ambitious fleet renewal process to ensure our vessels remain modern and best in class for safety standards.
- Implementation of rigorous climate risk assessment to enhance our governance processes.
- Maintaining strict compliance with the EU Emissions Trading Scheme (ETS) through specialized software to analyze daily vessel performance data, including appointing specific ETS personnel and engaging with counterparties to optimize our monitoring and compliance strategies.

SOCIAL RESPONSIBILITY

- Protecting the health, safety and wellbeing of all employees through regular training, accessible medical care, and mental health resources.
- Prioritizing 'Zero Incidents' through rigorous safety protocols and comprehensive seafarer safety training.
- Facilitating effective education and training to ensure career growth and continued improvement and development.
- Promoting diversity, equality and inclusion amongst all employees, through initiatives such as our participation in the All Aboard Alliance.
- Furthering connections with the communities we operate in through various charity donations and sponsorships.

CORPORATE GOVERNANCE

- Requiring and facilitating employees to report non-compliance through our anonymous reporting system without fear of retaliation.
- Encouraging responsible and ethical business practices.
- Understanding the requirements of upcoming ESG regulations, including the CSRD and SEC Climate Disclosure regime, and updating internal processes accordingly.
- Implementing rigorous oversight protocols to ensure complete adherence to sanctions and environmental compliance verification regimes, safeguarding against regulatory risks and promoting sustainable business practices.

OUR ESG HIGHLIGHTS

ENVIRONMENTAL HIGHLIGHTS

194 sustainability-related data points measured and disclosed

~98% of our NSM managed fleet and **100%** of our vessels managed by other managers have implemented BWTS

3 newbuild bulkers with hybrid-fin and wake adapt ducts

1 newbuild bulker with contra fins and rudder bulb system

5 newbuilds with Mewis ducts / Becker twister fins

↓5%
EEOI

↓2.68%
avg bilge production

↓2.26%
avg sludge production



Maritime Emissions Reduction Center

established with four other ship owning companies

Joined Global Maritime Forum's



SOCIAL HIGHLIGHTS

100,000
crew training hours

1,000 unique training courses offered

84 hours of eORB software training

↓~40%
LTIR

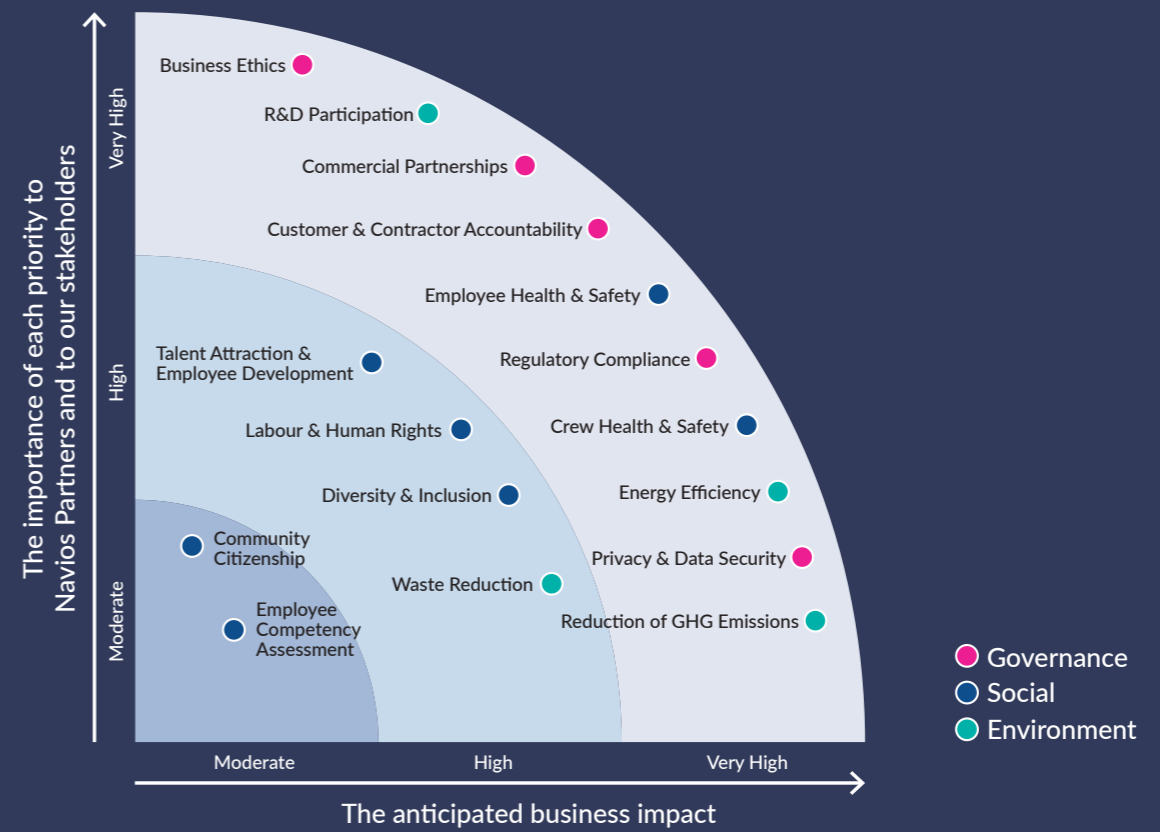
Joined Global Maritime Forum's



GOVERNANCE HIGHLIGHTS

Officers and Directors charged with responsibility for oversight of climate risk identification and mitigation

Independent Directors for Conflicts, Audit, and Compensation Committees



OUR ESG STRATEGY

Navios Partners strives not only to meet but to surpass industry standards and applicable regulatory requirements. We hold ourselves to the highest operational standards and conduct regular assessments of our performance to identify, assess and manage material sustainability issues. We comply with all laws and regulations that directly apply to our business operations; we prioritize the well-being, safety, and social responsibility of our employees; and we take an inclusive approach to hiring that aligns with our vision for the future. As is set out in detail in this report, our Environmental, Social, and Governance (ESG) strategy steers us towards becoming a more sustainable and resilient corporation.

In 2023 we continued our impressive progress. Our aggressive decarbonization strategy through a structured fleet renewal process, and retrofits program, has paid dividends: our fleetwide Energy Efficiency Operational Indicator (EEOI) fell by over 5%. Further to this our reputation for being the best in class when it comes to safety remains, with a fall in LTIR of over 40% (a measure of lost hours due to accidents or incidents).

And our industry participation and community citizenship initiatives remain a focal point in our commitment to responsible corporate citizenship. We have continued to make sizable donations to local and international causes, and we have enhanced our commitment to working with partners to reach industry-wide decarbonization goals, establishing the Maritime Emissions Reduction Center (M-ERC) in Athens in partnership with four other ship owning companies and Lloyd's Register.

This culture of continuous improvement ensures that we are, and will remain, industry leaders.

To ensure our efforts are targeted and align with the company's overarching strategic objectives, a periodic materiality assessment provides insights into the significance of sustainability issues faced by our company. Through this assessment, we analyze the priorities of our clients, investors and other stakeholders, giving us a holistic view of where our efforts should focus. The results of our most recent materiality assessment are above.

In the coming year, we will be updating our materiality assessment to a new and more rigorous assessment in line with the EU's Corporate Sustainability Reporting Directive (CSRD). This new regulation introduces the concept of a 'double materiality' assessment, which not only looks at sustainability issues from the perspective of financial materiality (outside-in), but also how much of an impact the company has on that issue (inside-out).

MATERIALITY



YEAR-ON-YEAR ENVIRONMENTAL PERFORMANCE

90% of SASB and GRI data points measured and disclosed

On track for **40%** reduction of our carbon emissions by 2030

↓**5.13%** EEOI weighted avg decrease

↓**5.05%** total fleet-wide CO₂ emissions

↓**12.07%** NO_x
↓**8.25%** SO_x
↓**12.20%** PM₁₀ for containerships

↓**16.67%** NO_x for bulkers

0 spills reported

↓**56%** consumption of single-use plastic bottles

98% of our NSM managed fleet and **100%** of our vessels managed by other managers have implemented BWTS



YEAR-ON-YEAR SAFETY

↓42.8%
LTIR across fleet

↓100%
TRCF for tankers

~95%
crew retention

↓5%
PSC DPI for bulkers

~100%
Rightship Safety
Score 3 and above

Upgraded risk assessment
best practices to
5 X 5 Matrix



YEAR-ON-YEAR GOVERNANCE

Officers and Directors
charged with responsibility for oversight
of climate risk identification and mitigation

↑4%
females in management positions

43% of our shoreside team managers
and **30%** of our governance team
are women

\$0
losses relating to bribery or corruption

ENVIRONMENTAL RESPONSIBILITY & SUSTAINABILITY

Environmental stewardship and decarbonization is not a fleeting industry trend: it is a fundamental part of the new corporate landscape. This shift reflects a wider recognition among businesses that they each bear a responsibility beyond making profits – they must also play an active role in combating climate change and safeguarding the environments in which we operate.

Navios Partners have long been aware of the strategic benefits that strong environmental actions offer us. We have always recognized and prioritized owning efficient and environmentally friendly vessels – from both a moral and business sense. This has been our position for decades. It remains true today, and our steadfast dedication to this strategy is bearing fruit.

In 2024, there will be a financial impact for the carbon emitted in European Union waters through the Emissions Trading Scheme (ETS). Our progress on decarbonization will reduce this financial burden. Strong environmental performance will continue to strategically benefit us: we aim to be the number one choice for our customers.



Energy Efficiency Operating Indicator (EEOI)

We are proud to report that there have been improvements in our Energy Efficiency Operating Indicator (EEOI) across the majority of the fleet compared to previous years due to improved route planning and fleet utilization.

Our fleet EEOI, a metric of efficiency, fell 5.13% – meaning we continue to progress towards our target of 40% decarbonization by 2030 compared to 2008 levels. The reduction in EEOI was led by our container fleet, which saw a nearly 12% year-on-year reduction. The containers were followed closely by our bulkers, which saw a nearly 10% reduction. In this way, we continue to see the gains from having a comprehensive decarbonization and GHG-reduction strategy.

Despite the strong progress in containers and bulkers, our tankers fleet saw a small increase in their EEOI of 0.46%. We operate a worldwide service responding to worldwide demands: fluctuations in worldwide demand mean that our vessels may need to relocate to different markets as needed.

Carbon Intensity Indicator (CII)

In 2023, we observed a fleet-wide decrease of 4.26% in Carbon Intensity Indicator (CII). This represents a decrease of 128,261 tonnes in our fleetwide carbon emissions.

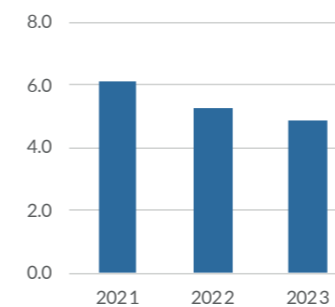
Despite this progress there was a 3.83% increase in the CII for our bulker fleet. The CII considers factors such as increased voyage lengths due to avoidance of bad weather, vessel speed and the type of fuel. Variances in these factors resulting from normal business operations, e.g. changes in routes and vessel speeds to avoid bad weather and to satisfy market demand can therefore lead to an increase in CII.

Although any increases in efficiency metrics are considered closely, taking both EEOI and CII into account indicates that the fluctuations are in line with normal industry variations. These metrics, coupled with our long term progress, demonstrate that our aggressive decarbonization strategy is working and we are on track to hit our strategic target of reducing our carbon emissions by 40% by 2030.

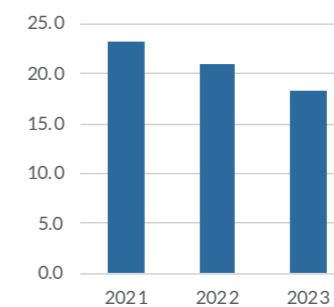
FLEET ENERGY EFFICIENCY

¹ Emissions statistics refer to vessels managed on behalf of Navios Partners by NSM's subsidiary.

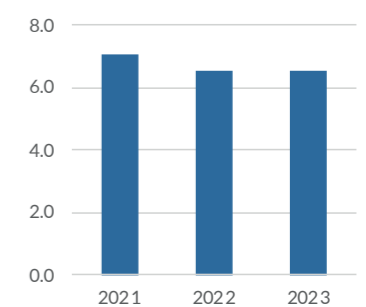
Bulker EEOI¹



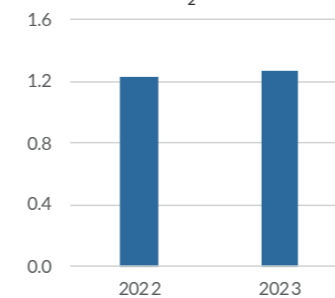
Container EEOI¹



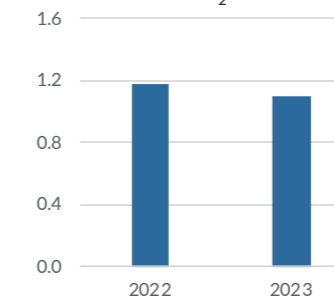
Tanker EEOI¹



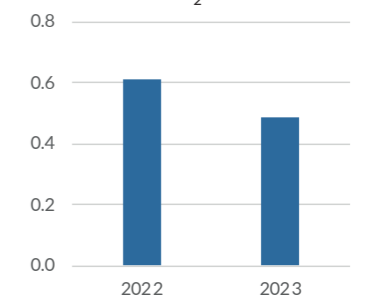
Bulker Fleet CO₂¹ (million metrics tons)



Container Fleet CO₂¹ (million metrics tons)



Tanker Fleet CO₂¹ (million metrics tons)



ENVIRONMENTAL PERFORMANCE

NO_x, SO_x and PM₁₀¹

- Containers NO_x emissions decreased by 12.07%, SO_x emissions by 8.25% and PM₁₀ emissions by 12.20%.
- Our bulker fleet also experienced an impressive decrease of 16.67% in NO_x emissions.
- As of 2023, 12 of our vessels are fitted with scrubbers.

As part of our continued dedication to reporting transparently about our environmental performance we place great importance on highlighting to stakeholders where metrics have not improved. Our tanker fleet experienced an overall increase in ancillary greenhouse gas emissions. The levels of ancillary emissions are dependent on the blend of fuel consumed by the vessels, which itself depends on the supply of fuel from charterer-contracted providers in many countries. A side effect of this is that the fuel blend available to us is not always within our control.

Navios Partners commissions commercial fuel oil analyses of bunker stems provided to its vessels, thereby verifying that the fuel oil blend supplied to the vessels is not only suitable for consumption, but also compliant with applicable environmental regulations.

	Metric	2022	2023	YoY %
Bulker	NO _x	0.12	0.10	-16.67%
	SO _x	0.0160	0.0162	+1.25%
	PM ₁₀	0.0022	0.0022	0.00%
Container	NO _x	0.58	0.51	-12.07%
	SO _x	0.0570	0.0524	-8.25%
	PM ₁₀	0.0082	0.0072	-12.20%
Tanker	NO _x	0.16	0.16	0.00%
	SO _x	0.0405	0.0476	+17.53%
	PM ₁₀	0.0053	0.0062	+16.98%

¹ Emissions statistics refer to vessels managed on behalf of Navios Partners by NSM's subsidiary.



DECARBONIZATION AND THE PATH TO NET ZERO

To maintain our position as an industry leader, we have a responsibility to mitigate our operations' impact on the planet, reduce our carbon footprint, and contribute proactively to the global efforts aimed at environmental conservation.

By reducing our reliance on conventional fuel sources and exploring ways to shift towards sustainable alternatives, we are creating a positive impact on both the maritime sector and the broader environmental landscape.

We aim to excel and lead.

Industry Participation

We actively participate in cross-industry partnerships and coalitions to establish standards, devise solutions, and advance best practice. We proudly joined the Global Maritime Forum in 2023, an international not-for-profit organization for the global maritime industry. It assembles key leaders from across the maritime industry with policymakers, experts, NGOs and other influential decision-makers. Our senior management attended the Global Maritime Forum Annual Summit in Athens and intend to attend the 2024 summit in Tokyo. The summit in 2023 focused on change drivers in the maritime sector, key environmental risks and how to facilitate collective action and avoid blind spots in the industry.

We also joined the Global Maritime Forum's Getting to Zero Coalition in 2023 – a show of our commitment to reducing greenhouse gas emissions. The Global Maritime Forum is committed to getting commercially viable deep sea zero emission vessels powered by zero emission fuels into operation by 2030 towards full decarbonization by 2050. The Getting to Zero Coalition includes the Green Corridors initiative in which we participate. This initiative aims to achieve an outsized impact on emissions reductions by installing advanced infrastructure technologies in ports along specific shipping routes.

We recognize the influence our company has on the wider industry, and we will continue to lead by example: championing sustainable practices, fostering innovation, and driving positive change for a more responsible and environmentally conscious future.



GLOBAL
MARITIME
FORUM



Decarbonization Through Technological Innovation

The industry's momentum towards decarbonization reflects a promising development in our collective commitment to more sustainable technologies. The growing emphasis on emissions reduction has had a welcome effect in the increased exploration of alternative fuels such as ammonia and methanol. Technologies such as carbon capture and storage (CCS) and wind propulsion systems are emerging as viable strategies to further enhance fuel efficiency and minimize emissions.

Although there continues to be no consensus on a viable fuel alternative in the immediate future, we will continue to add our weight to industry-wide bodies which actively try and progress towards a net-zero future. And while science advances towards finding the alternative to fossil fuels, we will continue to embrace technologies to steadily reduce emissions and bridge the gap in the near- and medium-terms until an alternative is found and the necessary infrastructure is developed.

Measuring GHG Emissions

We have invested in our data capture abilities and have made excellent progress. We are building on our comprehensive approach to identifying and quantifying sources of our emissions. As emissions trading systems roll out across the globe and stricter regulations come into force, accurate, verifiable, and real-time emission data will be a strategic advantage.

In the maritime sector, Scope 1 emissions represent the vast majority of companies' carbon footprint. It is imperative that we can measure these emissions efficiently and accurately. Collecting accurate data is necessary to enable reliable decision-making and shape future emission reduction targets. As such, we have implemented technologies that capture accurate data producing comprehensive analysis of our vessels' environmental impact and carbon footprint.

Across every vessel in the fleet, we have installed online Efficiency Monitoring Performance (EMP) software. Our EMP software allows us to monitor our GHG, NO_x and SO_x emissions and automatically calculates our EEOI in line with IMO MPEC.1/Circ/648 guidelines. The software has been successful in giving us accurate EEOI information for each vessel, and helps ensure we are able to comply fully with the European Union Monitoring, Reporting and Verification (EU MRV) regulations and the International Maritime Organization (IMO) Data Collection System (DCS) requirements.

Beyond Scope 1 emissions are indirect greenhouse gas emissions associated with the purchase of electricity, steam, heating, or cooling (Scope 2). Beyond that are the emissions that result from assets not owned or controlled by us, but that we indirectly affect in our value chain (Scope 3). To measure our Scope 2 emissions, we will work with internal stakeholders to gain an understanding of the where and how much energy we are using across the company. We currently measure and report our electricity consumption in our Piraeus office and have plans to expand our data collection capabilities to other offices. Measurement of Scope 3 is more challenging, as we are reliant on the data collection capabilities of partners in our value chain. In 2024, we will assess which Scope 3 sources are material to our company and use this to guide our engagement with value chain partners.

Finally, in 2022, we committed to joining the EU EcoManagement and Audit Scheme (EMAS), which allows companies to track their environmental impacts and highlights areas where improvements can be made. Throughout the year, it became clear that many of the environmental impacts covered within the EMAS, as well as its requirement to verify data, were also to be covered by the CSRD regulation. Therefore, the decision was made to focus on CSRD implementation and the associated operational enhancements. Once we have aligned fully with the CSRD, we will assess if there continues to be benefit in joining EMAS.



The EU Emissions Trading Scheme (EU ETS) is a cap-and-trade system designed to limit greenhouse gas emissions from industries in the European Union. Shipping companies must now pay for emissions they produce on voyages to and from the EU.

To tackle the new challenges of the EU ETS into the industry, Navios Partners has appointed full-time personnel to manage the company's compliance alongside the implementation of our emissions monitoring software.

At Navios Partners, we have high expectations for our counterparties and expect them to adhere to the same rigorous standards of environmental responsibility and sustainability that define our own commitment. As such, we are collaborating with various shareholders to ensure they remain compliant with applicable EU ETS regulations.

EMISSIONS TRADING SCHEME



OPERATIONAL DECARBONIZATION

The industry's recent momentum towards decarbonization reflects a promising development in our collective commitment to more sustainable practices. The growing emphasis on emissions reduction has had a welcome effect in the increased exploration of alternative fuels such as ammonia and methanol.

Technologies such as carbon capture and storage (CCS) and wind propulsion systems are emerging as viable strategies to enhance fuel efficiency and minimize emissions. Although there continues to be no industry-wide consensus, nor any silver bullet emerging, we will continue to add our weight to industry wide bodies which actively try and progress towards a net-zero future.

The challenge cannot be overstated. The shipping industry is more than just vessels on the water. There is an immense amount of infrastructure associated with the efficient and safe movement of goods and energy around the world.

Our commitment to seeking alternative and sustainable fuel sources remains resolute. We are taking impressive steps unilaterally to minimize our own carbon footprint; however, we recognize the bigger challenge.

We each must do all we can to decarbonize individually, whilst engaging with our immediate peers and others in the vertical to move forward as one.

Fleet Optimization

In line with our commitment to owning and operating a modern and energy efficient fleet, we are currently in the process of retrofitting our existing vessels with energy-saving devices, including optimized propulsion systems and upgraded engine technologies to enhance energy efficiency and promote decarbonization.

After successfully retrofitting two of our bulk carriers in 2022 with propeller boss-cap fins, antifouling paint, and duct systems we continued assessing the further implementation of various energy-saving devices within the rest of our fleet throughout 2023. We are pleased to announce that we retrofitted two of our containers with bulbous bows and installed performance measurement indicator (PMI) autotuning on one tanker in 2023.

Fleet Renewal

Our fleet has been undergoing an extensive renewal process which will see Navios Partners operate new vessels equipped with technologies to minimize emissions. In 2023, we acquired three newbuild bulk carriers fitted with hybrid-fin and wake adapt ducts and one with contra fins and a rudder bulb system. In 2024, we will obtain an additional five newbuilds fitted with energy-saving devices such as Mewis ducts and Becker twisted fins.

Improved Fuel Efficiency

The maximization of fuel efficiency is of great importance to our impact on the environment. We aim to implement optimal fuel management practices in line with industry best practices, encompassing voyage optimization, speed reduction, and hull cleaning with the goal of reducing fuel consumption and emissions.

Emissions Monitoring and Reporting

To ensure the data we collect is accurate, we have installed emissions monitoring equipment to measure energy performance and GHG emissions. All our vessels participate in RightShip's GHG Emissions Rating Scheme, enabling us analyze how our vessels are performing through global and fleet-wide benchmarking.

Investment in Research

We continue to invest in the research and development of innovative emission reduction technologies, specifically targeting advancements like carbon capture technologies. We explore and incorporate alternative fuels into future-looking strategies, positioning ourselves to benefit as they become available and viable. In 2024, in collaboration with Lloyd's Register Maritime Decarbonization Hub and four other leading ship owners, we will launch a global non-profit Maritime Emissions Reduction Center (M-ERC) in Athens. The M-ERC is being created with the goal of removing technical, investment and community barriers with the aim to reduce emissions of the existing global fleet. We are proud to be founding members of such a significant initiative.

Counterparty Cooperation

Navios Partners emphasizes the importance of cooperation with counterparties in achieving our sustainability objectives. We collaborate with long-term charterers to enhance efficiency and sustainability in vessel operations. We also embed a sustainability ethos into our contracted manning agents and crews, contributing to ocean preservation, seafarer safety, and the well-being of local communities.



WASTE MANAGEMENT

It is crucial when considering our impact on the environment that we do not limit our thinking and efforts only to greenhouse gas management. Shipping has an impact on marine ecosystems and biodiversity. Even when operations are wholly compliant these impacts still arise from several sources from noise pollution, permitted discharges, handling of oily waste, and pumping out of ballast water. We remain wholly committed to minimizing our holistic operational impact on the marine environment.

Navios Partners acknowledges and embraces the need and duty to support the officers onboard our vessels who are responsible for keeping the records required by international law that track oily waste production and handling. To help support these officers – and all crew members – by ensuring the relevant vessel records are accurate and truthful, Navios Partners (alongside a service provider) have designed and installed a custom Electronic Oil Record Book (eORB) software on all our vessels. This eORB software allows a dedicated, full-time shoreside team to track and review ORB entries in real-time, thereby providing officers with a safety net of support by double-checking that all entries made are truthful and accurate. The software also provides benefits to our data monitoring capabilities; allowing us to track, in real time and on a granular level, each vessels' oily waste production rates and incineration volumes.

In line with our KPIs, there continued to be no reported releases to the environment or spills in 2023.

Oily Waste Reduction

We have seen a weighted average reduction in bilge of 2.68% and a reduction in sludge of 2.26%. We are committed to having well maintained and clean vessels and fluctuation in bilge and sludge across the fleet are within acceptable operational limits.

Beyond this, Navios Partners always requires that its vessels implement a comprehensive environmental compliance program. The Environmental Awareness Campaign (EAC) facilitates shoreside reviews of Oil Record Book (ORB) entries and a crosscheck of those entries against corresponding data tracked in custom environmental regulation compliance-verification forms. Forms include Oily Water Separator (OWS) operation checklists, Engine Room tank sounding logs, OWS padlock keys logs, Engine Room seals log, and others. The EAC also requires a comparison of digital data extracted from the OWS Oil Content Meter against the ORB. The EAC helps to ensure that every vessel is always operating in full compliance with all applicable international environmental rules and regulations.

Bilge (m ³) ^{1,2}	2022	2023	YoY %
Bulker	57.5	51.9	-9.7%
Container	235.5	253.9	+7.8%
Tanker	195.8	166.0	-15.2%

Sludge (m ³) ^{1,2}	2022	2023	YoY %
Bulker	95.6	102.2	+6.7%
Container	304.5	300.8	-1.2%
Tanker	109.6	91.2	-16.8%

Plastic and Paper Consumption Reduction

Plastic bottles consumption decreased by 56.3% while plastic bags consumption increased by 37.0%. Paper consumption has increased year on year by 15%. This is due to the lasting effects of the COVID pandemic. In 2023, more of our staff members returned to the office leading to an increase in paper consumption. In 2024, we aim to implement recycling schemes within our offices and assess various ways to reduce the amount of paper and plastic used.

Plastic	2022	2023	YoY %
Bottles	1.46M	0.64M	-56.3%
Bags	0.79M	1.08M	+37.0%

Paper	2022	2023	YoY %
Boxes	447	516	+15.3%

Biodiversity and Ecology Management

The release of untreated ballast water can have severe impacts on biodiversity. It can contain invasive species and bacteria which, if not treated, can have a detrimental impact to the local ecosystem and economy. Ballast Water Transfer Systems are employed to reduce the impacts of releasing ballast water to the environment. We are pleased to report that almost 98% of our NSM managed fleet and all of our vessels managed by other managers have implemented ballast water treatment systems.

Ship Recycling

We comply with the Hong Kong convention committing to safe and ethical ship recycling practices.

Environmental Training

We raise awareness among our colleagues of the environmental issues that are prominent in the maritime industry and giving our colleagues a sense of responsibility when tackling environmental issues.

Target KPIs

Our emissions reduction targets of reaching a 40% reduction of carbon intensity by 2030 and net-zero by 2025 are in line with targets set by the IMO's Marine Environmental Protection Committee. Throughout the coming year, we aim to set targets for other areas of sustainability in line with guidance provided by the CSRD.

Environmental Risk Management

The assessment of environmental risks and opportunities is a key tool in understanding how climate change and other environmental impacts are likely to affect our business. We are committed to being compliant with all applicable laws and regulations and thus have undertaken a review of our environmental risk management processes.

¹ Statistics related to bilge and sludge refer to vessels managed on behalf of Navios Partners by NSM's subsidiary.

² Statistics on bilge and sludge are reported on per vessel average.

SOCIAL RESPONSIBILITY

The safety of our crew and vessels takes precedence. This is our main priority, and we will ensure that safety is never compromised.

We have in place extensive measures, which align with leading industry practices, to ensure the mental and physical wellbeing of our colleagues. Our organization runs on the strength of our people: well trained, well looked after seafarers are less likely to make errors. This in turn increases the safe operations of our vessels, and safe vessels result in fewer incidents or spills.

We understand that our license to operate is intrinsically linked to acting responsibly in the communities we are a part of. We actively support initiatives that bring positive change to society, and we are dedicated to making our workplace a welcoming and inclusive space for everyone. Embracing diversity and inclusion is a core value of ours – we understand that different perspectives enhance our teams and allow us to make better decisions.

By fostering an environment where everyone feels welcomed and respected, we create a vibrant and innovative workplace that not only enables our colleagues to thrive, but helps attract and retain the best talent.



SAFETY

Navios Partners prioritizes 'Zero Incidents' through rigorous safety protocols and comprehensive seafarer safety training. Company policies are endorsed by senior management and adhered to by all colleagues – on shore and at sea. The safety of our seafarers is of paramount importance. This has always been Navios Partners' number one priority, and the company strives to achieve zero injuries across its entire fleet.

For this reason, Navios Partners directed the manager of most of its owned vessels to develop and implement robust, future-proof, and agile Safety Management Systems (SMS) and to cooperate with major industry players to design an industry-leading Fatality Prevention Program intended to reduce deaths onboard vessels to zero.

The SMS is reviewed quarterly to identify and investigate potential improvements, monitor and discuss the Company's targets and KPIs, and review the effectiveness of the SMS in achieving health, safety and environmental standards. Various department managers present the Company's performance within these meetings which are analyzed amongst the group, with key follow-up actions set for the following quarter or year.

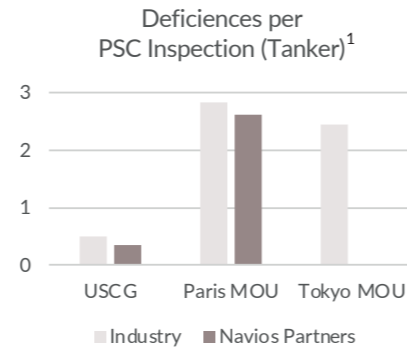
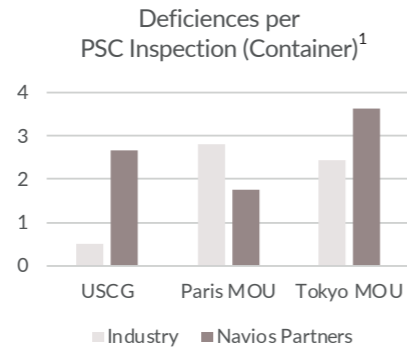
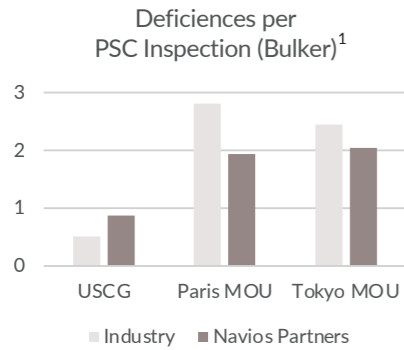
The vessel managers routinely assess the vessels' Safety Management Systems to evaluate their effectiveness and pinpoint areas for improvement. Performance data inputs are drawn from internal audits and vessel attendances conducted by QHSE and Technical Superintendents and from third-party audits, such as by Flag States, PSC, P&I, Classification Societies, and others.

Our vessels' managers also work with charterers to perform safety inspection onboard vessels designed especially to identify areas of improvement in respect of crew members' soft skills. All observations from each of the data sources are then fed into a central database from which performance trends are drawn and areas for further improvement are identified. Carefully planned and targeted trainings are then prescribed to address those identified areas.

RISK IDENTIFICATION

The risk assessment process involves identifying all hazards related to a task and assessing potential risks to personnel. Mitigation measures addressing these hazards are integrated into safe working procedures, referencing industry sources and guidelines. Regular reviews and updates are conducted, with necessary amendments to procedures and record-keeping. For non-routine and unplanned tasks, the process includes assessing new elements and formulating contingency plans to manage unexpected occurrences safely. When no existing safe working procedure is available, a risk assessment is conducted, reviewed, and approved, considering alternative work methods in case of deemed unacceptable risk. We have upgraded our risk assessment from a standard 5 x 4 matrix to a best practice 5 x 5 matrix, expanding the scope and granularity of the process.

A standard 5 x 4 matrix typically includes five categories of likelihood and four categories of consequence, resulting in a matrix with 20 cells where risks can be categorized based on their likelihood and consequence levels. By upgrading to a best practice 5 x 5 matrix, an additional category is added to both likelihood and consequence dimensions, resulting in a matrix with 25 cells. This allows us to produce a more nuanced and detailed assessment of risks, enabling better identification, evaluation, and prioritization of potential hazards and their associated impacts.



COMPLIANCE

All our vessels operate in strict compliance with classification societies and flag states, ensuring they meet and exceed international safety standards. Regular inspections and audits are conducted by relevant authorities and any deficiencies identified during port state control inspections are addressed and rectified promptly to ensure our operations are never compromised.

The increase in PSC detentions per inspection in our container and tanker fleets is due to an overall increase in PSC inspections in China as a residual effect of the COVID pandemic. The number of inspections carried out by Chinese authorities in 2023 was 7,721, compared to 3,251 in 2022, representing a 237% increase².

	Avg PSC deficiencies per Inspection	2022	2023
Bulk	NSM managed	1.39	1.32
	Manager A		2.1
Container	NSM managed	1.04	2.06
	Manager A		1.7
	Manager B		1.75
Tanker	NSM managed	0.59	0.62
	Manager A		1.44
	Manager C		0.0
	Manager D		n/a

¹ Statistics related to vessel operations (e.g. PSC, TRCF, LTIR) refer to vessels managed on behalf of Navios Partners by NSM's subsidiary.

² <https://www.tokyo-mou.org/doc/ANN23-web.pdf>



Our crew retention rates are above 97% for all our fleets. These figures reflect our ongoing efforts to address challenges, enhance working conditions, and implement targeted retention strategies, contributing to a positive trend in crew stability across our diverse fleet.

CREW RETENTION

Crew retention ¹	Sr Officers	Jr Officers	Ratings
Bulker	95.1%	97.3%	97.9%
Container	98.8%	100.0%	99.6%
Tanker	94.3%	97.4%	97.8%

Total number of marine casualties suffered ²	2022	2023	YoY %
Bulker	2	1	-50.00%
Container	0	1	n/a
Tanker	0	0	±0.00%

¹ References to crew-related statistics, training, and management refer to the crew members engaged by NSM's subsidiary through manning agents to crew the majority of the Navios Partners fleet.

² Statistics related to vessel operations (e.g. PSC, TRCF, LTIR) refer to vessels managed on behalf of Navios Partners by NSM's subsidiary.



PRIORITIZING HEALTH AND WELLBEING

Navios Partners protects the health and mental wellbeing of all crew members by making medical care accessible, offering mental health resources, and promoting a healthy work balance onboard. Maintaining a healthy workforce is crucial. It enhances productivity, job satisfaction, and contributes to a positive organizational culture, ultimately leading to improved overall performance and employee retention. We believe that supporting crew members' mental health and balanced lifestyle is a fundamental part of maintaining a healthy workforce.

For Our Seafarers

Maintaining a healthy workforce is crucial as it enhances productivity, job satisfaction, and contributes to a positive organizational culture – ultimately leading to improved overall performance and crew retention. We believe that supporting our colleagues' mental health and overall wellbeing is a fundamental part of maintaining a healthy workforce. Through accessible medical care and health resources we are creating a robust health and safety culture in line with our aim of 'Zero Incidents'.

As a testament to our commitment to employee and crew wellbeing, we not only meet but surpass the standards outlined by MLC guidelines. Overtime hours, rest periods, provision of nutritious meals, and shore leave are all provided. Additionally, we recognize that having accessible mental health support and medical advice is vital: 24-hour access to these services is available for all seafarers at no additional cost.

Acknowledging the importance of communication between our crew and their loved ones, we ensure that internet access is available on board. All crew members are provided with an annual health plan and access to wellness programs, fitness facilities on vessels, and physical health educational workshops.

Our senior officers have proactively engaged in specialized health, mental and wellbeing training, equipping them with the skills and knowledge needed to identify signs of emotional distress or challenges our seafarers may face. By investing in this training, we empower our senior officers to foster a supportive environment onboard.

For Our Shoreside Colleagues

We actively cultivate a highly supportive work environment. We promote a healthy work-life balance and provide a range of stress management resources to prioritize the well-being of our colleagues.

Additionally, confidential counselling services are offered to support the mental and emotional well-being of employees. We emphasize open communication, encourage team building activities, and provide opportunities for professional development. Medical insurance, life insurance, and discounts are made available to all employees. In 2023, we proudly sponsored 73 Navios employees in running the Athens marathon.

Beyond our efforts to ensure all our employees have a safe environment to operate in we also recognize the impact on our crew's families and surrounding communities. We understand our company has a duty of care to give back to those communities we operate in. By continuously engaging with our employees, suppliers and stakeholders, we effectively gather valuable insights and strengthen partnerships.

Diversity and Inclusion

We understand that attracting a high-quality workforce does not come without an inclusive company culture where all individuals feel respected and welcomed. Navios Partners is committed to prioritizing the safety and well-being of all employees without bias or discrimination. This includes sociodemographic characteristics such as gender, age, ethnicity, sexual orientation, disability, religion or belief, education, economic status, personality, communication style, or approaches to work. We are pleased that 45% of our team is comprised of women. The percentage of women in management positions has increased from 39% to 43% in 2023.

This achievement stands out, especially when compared to an industry average of only 5% representation of women in senior management or governance positions¹.

Through our effective policies and strategies, we have created a diverse and inclusive company. We attract the best talent in the industry: positioning us as at the forefront now, and for years to come.

Percentage of individuals within the organization's governance bodies that are female	30%
Percentage of individuals within the organization's management that are female	43%
Percentage of female employees	45%
List all incidents of discrimination and the corrective actions taken	none
Percentage of employee turnover	11%

All Aboard Alliance

Navios Partners has joined the All Aboard Alliance which unites senior leaders from the maritime industry. Their collaborative mission is to enhance diversity, equity, and inclusion in both maritime organizations at sea and onshore. All members of the alliance are encouraged to implement the framework into company policies and are required to report on their actions and progress each year. We have recently joined this initiative – signifying our commitment to shared learning and collective action in the maritime industry and fostering accountability.

¹ <https://www.wista-uk.net/survey-displays-state-of-diversity-in-shipping/>

SOCIAL RESPONSIBILITY



EDUCATION

Navios Partners Employee Training and Development

We invest heavily in establishing a secure working environment where employees can excel. We do this through various training and education programs for both seafarers and shoreside staff: in 2023, a total of 64 different training programs related to upskilling and career development were provided to employees¹.

These training programs are periodically reviewed to ensure they are aligned with evolving industry standards and tailored to the evolving needs of our workforce. All employees received regular performance and career development reviews throughout 2023.

Seafaring²

At Navios Partners, we want our seafarers to feel confident when working at sea, able to safely adapt to and manage unpredictable conditions – ensuring not only their well-being but also the success of our maritime endeavors.

We provide extensive training to employees above the minimum International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) requirements including mental health awareness, media response training, handling hazardous materials, incident investigation training and mooring training.

In 2023, we introduced several new training programs for our seafarers including, passage planning, exhaust gas cleaning systems usage and maintenance, cargo and ship handling, crane and lifting appliance safe operations, and engine resource management.

Throughout the year, over 100,000 crew training hours were offered and taken by seafarers in the form of eLearnings, computer-based trainings, and training films. Over 1,000 unique trainings were offered in various formats.

Navios Partners facilitates the management of most its owned vessels and employs full-time Master Mariner Trainers who are deployed on a rotating basis to Manila, where the majority of crew members that man Navios Partners' vessels are from. These Master Mariner Trainers are tasked with conducting prescribed trainings based on assessed needs, evaluations of training effectiveness, and crew evaluations and feedback.

Shoreside Development

We employ the best: our shoreside staff are an expert team of individuals with a wealth of experience. We recognize this and offer industry-leading benefits including development training, educational resources, and opportunities for career advancement. On average, 18 hours of training were provided per employee crew member across various topics¹.

As a result of our efforts to ensure our shoreside employees feel valued, we achieved an annual shoreside retention rate of 88% – a 2% increase compared to 2022.

Promoting Educated Communities

We committed to promoting healthier, better educated, and happier communities. In 2022, we financed two research scholarships awarded by Greek universities that focused on sustainability in maritime. In 2023, we reinforced our commitment by making annual donations to Columbia University and to the Hellenic American Educational Foundation.

Navios offers shoreside internships to provide hands-on experience for students and young professionals, preparing them for future roles in the maritime industry and fostering a pipeline of fresh, top-tier talent. Navios accommodated thirteen internships in 2023, offering learning and sustainable career paths to young people across almost all main functions of our shipping operations.

We will continue looking at the ways in which we can support the livelihoods of the communities and the environments we work in as we remain steadfast in our commitment to sustainable practices and responsible corporate citizenship.

¹ A non-exhaustive list of training programmes provided can be found in the full metrics listed on page 54.

² References to crew-related statistics, training, and management refer to the crew members engaged by NSM's subsidiary through manning agents to crew the majority of the Navios Partners fleet.

COMMUNITY CITIZENSHIP

Our company acknowledges the impact our operations have on the social, environmental, and economic conditions of local communities. As such, we remain committed to supporting, educating, and bettering the livelihoods of individuals within those communities. Our financial contributions reflect our dedication to responsible corporate citizenship and establishes meaningful connections with the communities we serve.

We are proud to be founding members of the North American Marine Environment Protection Association (NAMEPA) – a non-profit organization with a mission to protect the marine environment and educate seafarers on the importance of protecting ocean waters, lakes and rivers. We continue to sponsor NAMEPA, alongside our financial contributions to Hellenic Marine Environment Protection Association (HELMEPA) – affirming our commitment to saving our seas.

Churches

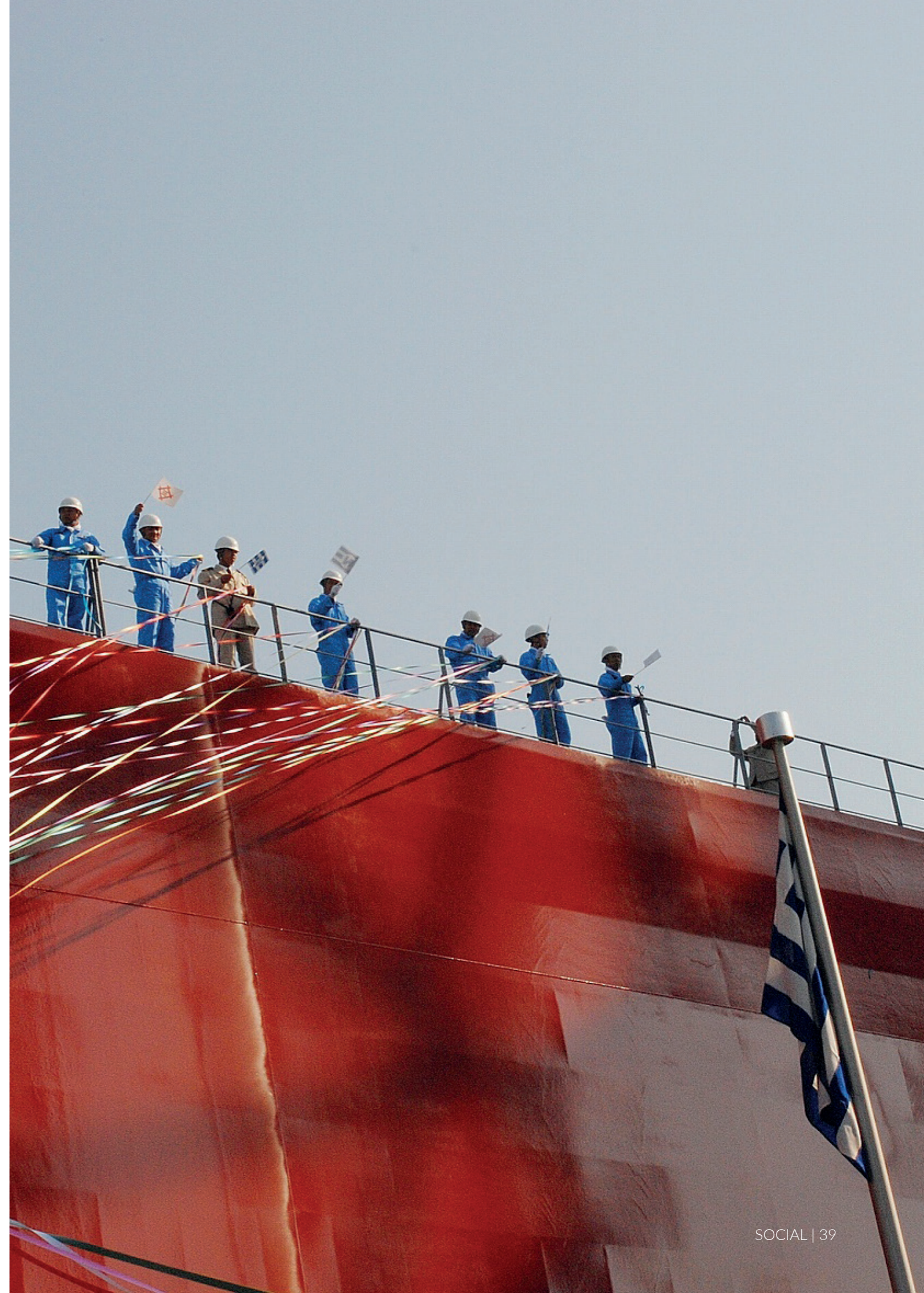
By investing in local institutions, we actively participate in the well-being of the communities where we operate. These donations not only contribute to the upkeep of these essential cultural hubs but also play a crucial role in sustaining the social fabric of the Greek community. In 2023, we gave a six-figure donation to churches.

Hellenic American Educational Foundation

As a company, we take great pride in our ongoing commitment to community development and education. One of our initiatives involves supporting the Hellenic American Educational Foundation (HAEF) through financial contributions. By investing in HAEF, we actively contribute to the education and cultural understanding within the Greek community and help sustain the foundation's mission to provide high-quality education.

Mazi Gia to Paidi

Founded in 1996 in Greece, "Together for Children" (TFC) is a non-profit association comprising nine member organizations dedicated to child welfare. Irrespective of race, religion, or political conviction, TFC aids over 30,000 children annually facing various challenges such as poverty, social exclusion, domestic violence, chronic diseases, mental or physical disabilities, or family-related difficulties. Collaborating with international organizations, TFC and its members are leaders in developing and sharing best practices and promoting scientific research on children in need. Their non-profit facilities provide high-quality services, often serving as case studies in the field. We are honored to play a role in supporting TFC.





OUR MANAGERS, DIRECTORS AND OFFICERS

BOARD OF DIRECTORS for the year ended 2023

Angeliki Frangou
Chairwoman of the Board

Ted Petrone
Vice Chairman

George Achniotis
Director

Shunji Sasada
Director

Serafeim Kriempardis
Director (Class III)

Kunihide Akizawa
Director

Alexander Kalafatides
Director (Class I)

Vasilios Mouyis
Director

EXECUTIVE OFFICERS for the year ended 2023

Angeliki Frangou
Chief Executive Officer and Director

Efstratios Desypris
Chief Operating Officer

George Achniotis
Executive Vice President – Business Development

Erifili Tsironi
Chief Financial Officer

Shunji Sasada
President

Anna Kalathaki
Executive Vice President – Risk Management

Vincent Vandewalle
Chief Trading Officer

Joergen Rosleff
Chief Commercial Officer

Vasiliki Papaefthymiou
Secretary

GOVERNANCE

Governance Structure and Risk Management

Navios Partners believes that strong corporate governance is of vital importance for ensuring the long-term success of our company. We have in place rigorous processes and structures to ensure we can make informed and strategic decisions, delivering on the needs of our stakeholders. At the company's core is a commitment to transparent reporting, compliance with regulation and ethical behavior, these values allow us to address any environmental and societal issues that may arise.



	AUDIT COMMITTEE	COMPENSATION COMMITTEE	CONFLICTS COMMITTEE
Alexander Kalafatides	Member		Chair
Serafeim Kriempardis	Chair	Chair	Member
Vasilios Mouyis	Member	Member	Member

OUR GOVERNANCE STRUCTURE

Navios Partners is governed by an experienced and majority-independent Board of Directors and has in place dedicated committees to ensure oversight of all activities, as well as compliance with all applicable frameworks. We have adopted a Code of Corporate Conduct and Ethics with which all employees comply, and the company goes to great lengths to verify compliance. We require employees and crew to engage in free and open reporting, anonymously or otherwise, using a dedicated email address, or, for crew, an open reporting hotline.

Navios Partners is not legally required to have a majority of independent directors on its Board or to establish a Compensation Committee. Although, we exceed the legal minimum and voluntarily meet both requirements. Furthermore, Navios Partners engages two additional committees: A Conflicts Committee and an Audit Committee.

Three independent members of the Board of Directors serve on the Conflicts Committee to review specific matters that the Board believes may involve potential conflicts of interest. The Conflicts Committee determines if the resolution of the conflict of interest is fair and reasonable.

The Audit Committee is similarly comprised of three independent directors. One of the members of the Audit Committee is an “audit committee financial expert” for purposes of U.S. SEC rules and regulations. The Audit Committee, among other things, reviews our external financial reporting, engages our external auditors, and oversees our internal audit activities and procedures and the adequacy of our internal accounting controls.

The Compensation Committee, finally, consists of two independent directors and is governed by a written charter, which is reviewed, commented on, and approved by the Board of Directors. The Compensation Committee is responsible for reviewing and approving the compensation of the Company’s executive officers and for establishing, reviewing, and evaluating the long-term strategy of Navios Partners’ compensation plan.

These mechanisms intended to promote good corporate governance are engrained in Navios Partners’ Partnership Agreement, where the independent majority of the Board and the functions of the committees, among other things, are prescribed.

Our corporate governance strategy is driven by our adherence to the SEC listing rules, these mandate that reporting we produce is transparent, accurate and compliant with all applicable regulations. We prioritize reliable communications, giving our shareholders confidence in our company. Throughout the year the board has remained strong, providing expertise and oversight across all areas of the company.

Our existing corporate governance strategy includes regular board evaluations, transparent executive compensation practices, and proactive engagement with stakeholders. Through our company values we encourage a culture of integrity, ethics, and accountability.

This year our corporate governance strategy has had to develop to include the new requirements of upcoming regulations. Specifically, the Corporate Sustainability Reporting Directive (CSRD) requires companies to put in place and disclose governance oversight procedures covering information gathering, internal controls and the sustainability reporting process. The SEC climate rules have similar, less strict requirements around the process of identifying climate risk.

Another aspect of these regulations is the requirement to have targets in place to manage climate and other sustainability related risks. While we are confident that we have already have robust and well-planned governance structures in place, we understand that these regulations mandate a certain method of compliance. We view these regulations as a welcome opportunity to review and enhance our risk management and disclosure processes. In alignment with the disclosure requirements, we will take this year to analyze and consider ambitious targets for relevant sustainability related metrics.

We have built a leading listed company. This necessitates an exceptionally strong corporate governance foundation. Over the past decade we have formalized the integration of environmental, social and governance factors into our decision-making process.

During 2023 and going forward into 2024 we have built on this foundation and will continue to enhance; ensuring we are always fully compliant with all new regulations which affect our operations.

OUR GOVERNANCE STRATEGY



RISK MANAGEMENT

In addition to our governance strategy, we have implemented a robust risk management process to identify, assess, and mitigate potential risks. Our risk management framework includes the following components:

Risk Identification

We proactively identify and assess risks across various areas of our operations, including financial, operational, legal, and reputational risks. This involves conducting thorough risk assessments, reviewing historical data, and staying updated with industry trends and regulatory changes.

Risk Evaluation

We evaluate the potential impact and likelihood of identified risks to prioritize and allocate appropriate resources for risk mitigation. This helps us focus on the most critical risks that could significantly impact our company's objectives and stakeholders.

Risk Mitigation

Once risks are identified and evaluated, we develop and implement risk mitigation strategies. This may involve implementing control measures, implementing contingency plans, diversifying business activities, or transferring risks through insurance or contractual agreements.

Monitoring and Review

We continuously monitor and review our risk management processes to ensure their effectiveness. Regular assessments and reviews help us identify emerging risks, evaluate the performance of existing control measures, and make necessary adjustments to our risk mitigation strategies.

Reporting & Communication

We maintain transparent communication channels to share risk-related information with key stakeholders, including our board of directors, management team, employees, and shareholders. Regular reporting on risk management activities and updates enables informed decision-making and promotes a culture of risk awareness throughout the organization.

Climate Risk Management

Climate change has the potential to present profound risks to the maritime sector. From physical risks such as increasing severity of storms to transition risks, such as carbon taxes, we must engage with these real and substantial issues. They will impact our operations, and therefore they must be managed. While climate change poses risks, the response to climate change also presents interesting opportunities for the sector.

It is imperative that we have the processes and tools required to fully manage climate risk, however, we have an opportunity to leverage our strategic benefits. These opportunities will be fully explored as we engage with the CSRD regulation.

In 2023 we have built a holistic climate-risk management process. It looks to formalize the governance structure dictating how climate risks are identified and engaged with. However, this is just the start. We will continue to improve and refine our climate risk management processes until they are fully compliant with regulations.

Oversight

Navios Partners' Officers and Directors, including the Executive Vice President of Risk Management, advised by the Company's Compliance Officer and Technical Director of Projects, oversee climate-related risk and opportunity identification and management.

Climate Risk Identification

Climate risks are identified through a number of avenues. Firstly, for physical climate risks we assess the susceptibility of vessels, routes, and operations to extreme weather events and assess vulnerabilities in our supply chain; engaging with insurers and lenders to understand their climate-related concerns.

To identify areas of possible transition risk, management regularly carries out thorough assessments of all upcoming changes in the regulatory landscape relevant to the maritime sector. Other transition risks that have been identified through stakeholder engagement include the risk of volatile insurance premiums, and changing private sector demands and requirements.

Climate Risk Mitigation

We continually monitor and implement strategies to mitigate the effects of climate risk, this includes:

- Evaluating new vessel technologies that may improve vessel operational efficiency.
- Renewing and modernizing our fleet and embracing new vessel designs.
- Collaborating with stakeholders to share information, insights, and best practices for reducing harmful environmental impacts.
- Engaging with partners in our value chain to ensure efficient and sustainable operation of our vessels.
- Training seafarers on how to deal with risks that are enhanced by climate change, such as navigating in extreme weather conditions.

Climate Risk Reporting

Navios Partners regularly reports on the progress of measures implemented to identify and mitigate long term climate risk. As the regulatory landscape is changing so will the level of detail required in our reporting. Over the coming year we will explore how our climate risk processes and reporting will be enhanced to be in compliance with the CSRD and SEC climate regulations.

CORPORATE GOVERNING POLICIES

Navios Partners operates in a framework of robust governance policies, systems, and processes. These processes are designed to ensure our company operates with transparency and integrity. Consideration of economic, social, and environmental issues is prevalent through this framework.

Since the MARPOL convention of 1978 sustainability issues have been at the forefront of the maritime industry. Governance policies have been in place to ensure the safeguarding of the environment and society, however due to heightened scrutiny for sustainability issues, enhancements are inevitable.

To ensure we are able to react to the new stringent requirements of the CSRD and SEC climate rules we are actively taking steps to update governance policies and procedures.

Business Ethics

Describing our approach to business ethics is our formalized Code of Corporate Conduct and Ethics document. This has been formally adopted by the Board of Directors and applies to all employees, including shore staff and seagoing personnel, setting out the minimum requirements expected of them.

The Code, among other things, requires compliance with all laws applicable to the company or its business; advises avoidance of conflicts of interest; prohibits acceptance of improper payments, as well payments or gifts to government officials; promotes fair dealing; forbids insider trading; advises on retention of certain documents, as required; and perhaps most importantly, rules out any retaliation, reprisal, or adverse action to be taken against any employee for reporting a suspected violation, issue, or concern arising under the Code.

The is bolstered, supported, and expanded by top-tier corporate policies, including the Economic Sanctions Compliance Policy; the Anti-Bribery & Anti-Corruption Policy; the Employee Internet Use Monitoring & Filtering Policy; the Information Technology Security and Password Policies, as well as the accompanying Code of Conduct; the Insider Trading Policy; and the Employee Confidentiality, Non-Compete & Non-Solicitation Agreement.

Privacy and Data Security

Privacy and data security is crucial to our operations. The risk of security breaches is one that we take serious measures to safeguard against, implementing best practices in line with BIMCO recommendations and by utilizing high-quality operating systems. Our systems are regularly reviewed and updated as appropriate. We are fully compliant with the E.U. General Data Protection Regulation (GDPR).

Regulatory Compliance

Navios Partners conforms to the highest standards of ethical conduct. All employees, at all corporate levels, comply fully with all applicable laws and regulations, including, among others, the OECD Convention, the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, all U.S. Securities and Exchange Commission (SEC) requirements, and applicable tax laws of the countries in which we have a relevant business presence. We also aim to maintain all ISO certifications achieved to date.

Anti-bribery & Anti-facilitation Payment Compliance

All acts of bribery or corruption in any jurisdiction are strictly prohibited. The company has adopted a zero-tolerance policy against any actual or attempted act of bribery or corruption in any jurisdiction by any level employee. Navios Partners has implemented detailed internal accounting and recordkeeping procedures that are capable of detecting and preventing improper payments, to ensure continued compliance. The procedures require that all significant expenditures come with reasonable assurances that (i) payments and transactions are executed appropriate authorization; (ii) are accompanied by adequate detail and information; and (iii) are accurately recorded in conformity with U.S. or other applicable GAAP. These expenditures are regularly audited by internal and external auditors.

Sanctions Compliance & Counterparty Accountability

Navios Partners is committed to compliance with certain national and supranational legal regimes that govern economic sanctions against certain countries, entities, groups, individuals, and designated vessels. In this respect, we are guided by and fully compliant with U.S., EU, and UN sanctions regimes. What's more, we ensure that our commercial partners—including contractors, vendors, and customers—observe similar compliance standards.

Accordingly, we have adopted thorough and granular due diligence measures designed to prevent not only intentional, but also unintentional, sanctions violations. A custom risk-assessment matrix was prepared for the purpose of monitoring and screening all our at-risk operations, including supply sourcing, port operations, third-party business transactions, and vessel sales and purchases.

We also devote significant resources to ensuring that the cargoes loaded onboard our vessels are sanctions-compliant. Our vessels do not trade in sanctioned regions; our charterparties contain air-tight sanctions compliance clauses; and, out of an abundance of caution, we check and verify relevant counterparties against sanctions databases, track AIS transmission data, screen cargo origins and destinations, and employ vessel tracking software to verify past trading.



Whistleblowing & Open Reporting

The company expects full compliance with all applicable laws, rules, and regulations at all times; any suspected or possible violation of any applicable law, rule, regulation or company policy must be timely reported to the shoreside office; and the company has established several different means for crew members to raise their concerns anonymously and without fear of reprisal.

Open reporting, free from any concern that the company will take any adverse action for a report or inquiry submitted timely and in good faith, is embedded in our governance scheme. For all employees, it is set forth in the Code of Corporate Conduct & Ethics, and for shipboard personnel, it is set out in a standalone policy prominently placed in common areas onboard each vessel and reinforced at fleet-wide crew forums held around the world at regular intervals.

The respective policies provide instructions and means for reporting concerns, anonymously or otherwise, to appropriate personnel, a dedicated email address, or, for crew, an open reporting hotline. All means of reporting are constantly monitored, and all reports received are fully investigated, with outcomes of such investigations shared with the reporting individual, as appropriate.

Compliance Training

All the corporate codes, policies, and procedures in the world will do nothing to ensure a safe or compliant work environment if all stakeholders are not aware of what is expected of them and are not impressed with the core tenets and values of the company. It is for this reason that Navios Partners' policies are living, breathing documents—reviewed continually, amended as needed, and imparted on stakeholders regularly and effectively.

Each policy is given to all new employees in hardcopy format and reviewed one-on-one with a Human Resources (HR) representative along with a Human Resources Manual. Office-wide and department-specific refresher trainings in the appropriate policies are offered several times throughout the year as both a means of reminding staff of their importance and an opportunity to raise questions and concerns.

For crew, Navios Partners closely engages with local agents in the jurisdictions from which crew members are sourced in order to impart similar policy training as that received by shore staff. Navios Partners staff audit these local agents and trainings at least annually. To ensure that the trainings are not conducted once and forgotten, Navios Partners also hosts fleet-wide crew forums for officers and ratings at least twice a year in the countries from which we draw the majority of our seafarers. The pandemic has forced us to move temporarily to virtual forums, but the topics of discussion remain the same. Each forum reviews topical and timely issues facing seafarers, but office representatives also impart on the attendees at each forum the company's tenets of compliance.



FULL METRICS (BULKER)

Reporting Standard	Reference	Metric	Unit/Notes	Navios Partners Fleet
SASB	TR-MT-000.E	Total number of Vessels	Number	78
SASB Poseidon Principles	TR-MT-000.D	Total Bulker Vessel DWT	DWT	9,645,956
SASB	TR-MT-000.D	Average DWT per Vessel	DWT	123,666
Common Disclosure		Average Age of Vessels	Number	10.6
Common Disclosure		Number of Vessels on Order	Number	0
Common Disclosure		Total DWT of Vessels on Order	DWT	0

Reporting Standard	Reference	Metric	Unit/Notes	NSM Managed	Manager A
SASB Poseidon Principles	TR-MT-000.B	Total Distance (nautical miles) Sailed	Nautical miles (nm)	3,777,388	365,632
SASB Poseidon Principles	TR-MT-000.F	Total Ports Called	Number	1,744	122
SASB Poseidon Principles	TR-MT-000.C	Total Operating Days	Number	17,849	2,190
SASB	TR-MT-160a.2	Percentage of Vessels implementing ballast water exchange and treatment	Percentage	100.00%	100.00%
SASB Poseidon Principles	TR-MT-110a.3	Heavy fuel oil consumed (ASTM Specifications D 396 and D 975 and Federal Specification VV-F-815C)	Metric tons (t)	324,624	8,712
Poseidon Principles		Fuel oil consumption, by fuel oil type	LFO LSMGO	193,743 36,859	33,376 3,768
SASB	TR-MT-510a.1	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Number	3	0
Common Disclosure		Number of vessels that trade in High-Risk Areas (HRA), as designated by respective flag states	Number	33	3
SASB GRI NYSE – TCFD	TR-MT-110a.1 305-1 <i>Metrics and Targets</i>	Total CO ₂ emissions in metric tons	Metric tons (t) CO ₂	1,268,569	
SASB GRI	TR-MT-120a.1 305-7	Total SO _x emissions in metric tons	Metric tons (t)	4,296	
SASB GRI	TR-MT-120a.1 305-7	Total NO _x emissions in metric tons	Metric tons (t)	26,891	
SASB GRI	TR-MT-120a.1 305-7	Total PM ₁₀ emissions in metric tons	Metric tons (t)	588	
GRI	305-4	CO ₂ emissions per ton-mile (EEOI)	gr CO ₂ / Ton-Mile	4.88	
Common Disclosure		SO _x emissions per ton-mile	gr SO _x / Ton-Mile	0.016	
Common Disclosure		NO _x emissions per ton-mile	gr NO _x / Ton-Mile	0.1	
Common Disclosure		PM ₁₀ emissions per ton-mile	gr PM ₁₀ / Ton-Mile	0.0022	
Common Disclosure		Total Bilge produced	cbm	3,326	488
Common Disclosure		Total Sludge produced	cbm	6,549	593
SASB	TR-MT-110a.4	Average Energy Efficiency Design Index (EEDI) for new vessels	Number	3.05	
SASB	TR-MT-540a.2	Number of Conditions of Class or Recommendations	Number	61	
SASB	TR-MT-160a.3	Spills and releases to the environment resulting in significant harm to the environment from vessels, including volume	cbm	0	
SASB	TR-MT-320a.1	LTIR	Number	0.069	0.069
Common Disclosure		TRCF	Number	0.77	4.1
SASB	TR-MT-540a.1	Total number of marine casualties	Number	1	
SASB	TR-MT-540a.3	Average number of PSC deficiencies per inspection	Number	1.32	2.1
SASB	TR-MT-540a.3	Number of PSC detentions	Number	5	
SASB	TR-MT-510a.2	Monetary losses as a result of legal proceedings associated with bribery or corruption	USD (\$)	0	
Common Disclosure		Total number of crewmembers	Number	2,392	
Common Disclosure		Approximate size of Navios Partners crew pool	Number	2,394	

FULL METRICS (CONTAINER)

Reporting Standard	Reference	Metric	Unit/Notes	Navios Partners Fleet
SASB	TR-MT-000.E	Total number of Vessels	Number	36
SASB Poseidon Principles	TR-MT-000.G	Total Container Vessel TEU	TEU	172,314
SASB	TR-MT-000.G	Average TEU per Vessel	TEU	4,787
Common Disclosure		Average Age of Vessels	Number	11
Common Disclosure		Number of Vessels on Order	Number	11
Common Disclosure		Total TEU of Vessels on Order	TEU	63,100

Reporting Standard	Reference	Metric	Unit/Notes	NSM Managed	Manager A	Manager B
SASB Poseidon Principles	TR-MT-000.B	Total Distance (nautical miles) Sailed	Nautical miles (nm)	2,399,087		
SASB Poseidon Principles	TR-MT-000.F	Total Ports Called	Number	2,507		
SASB Poseidon Principles	TR-MT-000.C	Total Operating Days	Number	12,915		
SASB	TR-MT-160a.2	Percentage of Vessels implementing ballast water exchange and treatment	Percentage	94.59%		
SASB Poseidon Principles	TR-MT-110a.3	Heavy fuel oil consumed (ASTM Specifications D 396 and D 975 and Federal Specification VV-F-815C)	Metric tons (t)	414,291		
Poseidon Principles		Fuel oil consumption, by fuel oil type	LFO MGO	110,880 24,611		
SASB	TR-MT-510a.1	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Number	11		
Common Disclosure		Number of vessels that trade in High-Risk Areas (HRA), as designated by respective flag states	Number	20		
SASB GRI NYSE – TCFD	TR-MT-110a.1 305-1 <i>Metrics and Targets</i>	Total CO ₂ emissions in metric tons	Metric tons (t) CO ₂	1,099,481		115,750
SASB GRI	TR-MT-120a.1 305-7	Total SO _x emissions in metric tons	Metric tons (t)	3,122		360
SASB GRI	TR-MT-120a.1 305-7	Total NO _x emissions in metric tons	Metric tons (t)	30,529		3,136
SASB GRI	TR-MT-120a.1 305-7	Total PM ₁₀ emissions in metric tons	Metric tons (t)	428		232.41
GRI	305-4	CO ₂ emissions per ton-mile (EEOI)	gr CO ₂ / Ton-Mile	18.39		12.92
Common Disclosure		SO _x emissions per ton-mile	gr SO _x / Ton-Mile	0.052		0.001
Common Disclosure		NO _x emissions per ton-mile	gr NO _x / Ton-Mile	0.51		0.0085
Common Disclosure		PM ₁₀ emissions per ton-mile	gr PM ₁₀ / Ton-Mile	0.0072		0.001
Common Disclosure		Total Bilge produced	cbm	7,398	1,152	330
Common Disclosure		Total Sludge produced	cbm	8,766		
SASB	TR-MT-110a.4	Average Energy Efficiency Design Index (EEDI) for new vessels	Number	11.1		
SASB	TR-MT-540a.2	Number of Conditions of Class or Recommendations	Number	121		
SASB	TR-MT-160a.3	Spills and releases to the environment resulting in significant harm to the environment from vessels, including volume	cbm	0		
SASB	TR-MT-320a.1	LTIR	Number	0.15	0.2	0.00
Common Disclosure		TRCF	Number	1.14	3.1	0.00
SASB	TR-MT-540a.1	Total number of marine casualties	Number	1	0	
SASB	TR-MT-540a.3	Average number of PSC deficiencies per inspection	Number	2.06	1.7	1.75
SASB	TR-MT-540a.3	Number of PSC detentions	Number	8	0	
SASB	TR-MT-510a.2	Monetary losses as a result of legal proceedings associated with bribery or corruption	USD (\$)	0		
Common Disclosure		Total number of crewmembers	Number	1,068		
Common Disclosure		Approximate size of Navios Partners crew pool	Number	1,068		

FULL METRICS (TANKER)

Reporting Standard	Reference	Metric	Unit/Notes	Navios Partners Fleet
SASB	TR-MT-000.E	Total number of Vessels	Number	37
SASB Poseidon Principles	TR-MT-000.D	Total Tanker Vessel DWT	DWT	4,826,679
SASB	TR-MT-000.D	Average DWT per Vessel	DWT	130,451
Common Disclosure		Average Age of Vessels	Number	7.8
Common Disclosure		Number of Vessels on Order	Number	16
Common Disclosure		Total DWT of Vessels on Order	DWT	1,462,000

Reporting Standard	Reference	Metric	Unit/Notes	NSM Managed	Manager A	Manager C	Manager D
SASB Poseidon Principles	TR-MT-000.B	Total Distance (nautical miles) Sailed	Nautical miles (nm)	2,250,974	83,025	381,175	92,478
SASB Poseidon Principles	TR-MT-000.F	Total Ports Called	Number	1,453	151	126	30
SASB Poseidon Principles	TR-MT-000.C	Total Operating Days	Number	12,262	2,106	301	365
SASB	TR-MT-160a.2	Percentage of Vessels implementing ballast water exchange and treatment	Percentage	96.10%	100.00%	100.00%	100.00%
SASB Poseidon Principles	TR-MT-110a.3	Heavy fuel oil consumed (ASTM Specifications D 396 and D 975 and Federal Specification VV-F-815C)	Metric tons (t)	223,890	16,830	n/a	19,007
Poseidon Principles		Fuel oil consumption, by fuel oil type		LFO: 66,677 DO: 21,376	FO: 60,990 DO: 5223	FO: 7,049 DO: 2,511	HSFO: 17,009 VLSFO: 1,878 MGO: 120
SASB	TR-MT-510a.1	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Number	5	2	0	
Common Disclosure		Number of vessels that trade in High-Risk Areas (HRA), as designated by respective flag states	Number	26	5	0	
SASB GRI NYSE - TCFD	TR-MT-110a.1 305-1 Metrics and Targets	Total CO ₂ emissions in metric tons	Metric tons (t) CO ₂	488,200	229,836	37	59,199
SASB GRI	TR-MT-120a.1 305-7	Total SO _x emissions in metric tons	Metric tons (t)	3,536	659	40	190
SASB GRI	TR-MT-120a.1 305-7	Total NO _x emissions in metric tons	Metric tons (t)	11,591	6,296	817	1,486
SASB GRI	TR-MT-120a.1 305-7	Total PM ₁₀ emissions in metric tons	Metric tons (t)	437	reverting	65.33	127
GRI	305-4	CO ₂ emissions per ton-mile (EEOI)	gr CO ₂ / Ton-Mile	6.54	5.6	0.43	2028
Common Disclosure		SO _x emissions per ton-mile	gr SO _x / Ton-Mile	0.048	0.02	0.00047	0.00732
Common Disclosure		NO _x emissions per ton-mile	gr NO _x / Ton-Mile	0.155			
Common Disclosure		PM ₁₀ emissions per ton-mile	gr PM ₁₀ / Ton-Mile	0.0062		0.00078	0.00488
Common Disclosure		Total Bilge produced	cbm	4,647			
Common Disclosure		Total Sludge produced	cbm	2,553			
SASB	TR-MT-110a.4	Average Energy Efficiency Design Index (EEDI) for new vessels	Number	2.73			
SASB	TR-MT-540a.2	Number of Conditions of Class or Recommendations	Number	15			
SASB	TR-MT-160a.3	Spills and releases to the environment resulting in significant harm to the environment from vessels, including volume	cbm	0			
SASB	TR-MT-320a.1	LTIR	Number	0.00	0.15	0.00	
Common Disclosure		TRCF	Number	0.00	0.74	0.00	
SASB	TR-MT-540a.1	Total number of marine casualties	Number	0			
SASB	TR-MT-540a.3	Average number of PSC deficiencies per inspection	Number	0.62	1.44	0	
SASB	TR-MT-540a.3	Number of PSC detentions	Number	1	0	0	0
SASB	TR-MT-510a.2	Monetary losses as a result of legal proceedings associated with bribery or corruption	USD (\$)	0			
Common Disclosure		Total number of crewmembers	Number	1,446			
Common Disclosure		Approximate size of Navios Partners crew pool	Number	1,448			

FULL METRICS (OFFICE)

Reporting Standard	Reference	Metric	Unit /Notes	Navios Partners
SASB	TR-MT-110a.3	Total amount of energy consumed	Gigajoules (GJ)	2,094
GRI	401-1	Total number of new employee hires	Number	59
GRI	401-1	Percentage of new employee hires	Percentage	16.86%
GRI	401-1	Total number of employee turnover	Number	39
GRI	401-1	Percentage of employee turnover	Percentage	11.14%
GRI	401-3	Number of employees taking maternity leave	Number	5
GRI	401-3	Number of employees taking paternity leave	Number	0
GRI	401-3	Total number of employees that were entitled to maternity leave	Number	7
GRI	401-3	Total number of employees that were entitled to paternity leave	Number	7
GRI	401-3	Total number of employees that took maternity leave	Number	7
GRI	401-3	Total number of employees that took paternity leave	Number	7
GRI	401-3	Total number of employees that returned to work in the reporting period after maternity leave ended	Number	2
GRI	401-3	Total number of employees that returned to work in the reporting period after paternity leave ended	Number	7
GRI	401-3	Total number of employees that returned to work after maternity leave ended that were still employed 12 months after their return to work	Number	2
GRI	401-3	Total number of employees that returned to work after paternity leave ended that were still employed 12 months after their return to work	Number	3
GRI	401-3	Return-to-work and retention rates of employees that took maternity leave	Percentage	29% ¹ 100% ²
GRI	401-3	Return-to-work and retention rates of employees that took paternity leave	Percentage	100% 100% ³
GRI	401-3	Total number of employees entitled to voluntary reduced working hours due to maternity leave	Number	6
GRI	401-3	Total number of employees entitled to voluntary reduced working hours due to paternity leave	Number	0
GRI	404-1	Average hours of training that the organization's employees have undertaken during the reporting period	Hours	18
GRI	405-1	Percentage of individuals within the organization's governance bodies that are female	Percentage	30%
GRI	405-1	Percentage of individuals within the organization's governance bodies that are over 50 years old	Percentage	80%
GRI	405-1	Percentage of individuals within the organization's Management that are female	Percentage	43%
GRI	405-1	Percentage of individuals within the organization's Management that are over 50 years old	Percentage	29%
GRI	406-1	List all incidents of discrimination and the corrective actions taken	Number	0
Common Disclosure		Number of shoreside staff in your organisation (not including NSAL employees)	Number	350
Common Disclosure		Percentage of female employees	Percentage	45%

¹ The remaining 71% were still on leave as of 31 December 2023.

² Of the employees who returned to work within 2022 after taking maternity leave, 100% remain employed as of 31 December 2023.

³ Of the employees who returned to work within 2022 after taking paternity leave, 100% remain employed as of 31 December 2023.

FULL METRICS

Training Programmes Provided¹

BalClor BWMS
Ballast Water Management/Treatment System (BWMS/BWTS)
Behavior Based Safety: Awareness & Implementation (BBS)
Bills of Lading
Bridge Resource Management / Bridge Team Management
CBT Behavior Based Safety
CBT Security Awareness
CBT Engine Room Operations
CBT ISM Awareness
CBT Management of Change
CBT Mooring Anchoring
CBT Navigation Dry
CBT Risk Assessment & Risk Management
CBT Safe Working Practices
CBT SMS Dry
CBT TMSA 3 Awareness
CBT Vetting Standards / Inspections – SIRE, VIQ, CDI, Rightship
Company Security Officer (CSO)
Company's ERT, Duties and Responsibilities. Ship-Shore Drills
Compliance with SIRE 2.0
Crew Assessment Tool
Cyber Security Awareness
Ship Shore Drills: Cyber Threat / M/E Failure / Emergency Towing / Salvage / Incident Management Team Table / ERS Drift Predictions etc.
Different Types of Leaves in Private Sector
DPA Course
ECDIS Type Danelec
ECDIS E-Globe
ECDIS Generic
ECDIS Generic Refresher
ECDIS Transas
E-PMS Training
Engine room Response Management / Engine room Resource Simulator

FRAMO Cargo Pumping System
Human Factors Workshop
ISM Awareness & Familiarity
ISM Internal Auditor
ISPS Awareness & Implementation
ISPS Internal Auditor
MLC Internal Auditor
ISO 14001 Awareness & Implementation
ISO 14001 Internal Auditor
ISO 9001 Internal Auditor
ISO 45001 Internal Auditor
Letters of Indemnity 180
Management of Change (MoC)
Marine Accident & Incident Investigation (M-SCAT)
Marine Casualty Response
Media Awareness
Mooring Ropes and Wires
MORSE ORB ST (Electronic Oil Record Book)
My Data for Shipping Companies
Health-Organ Meetings
Practical Incident Investigation & Root Cause Analysis (M-SCAT)
Port State Control Workshop
Rest Hours Manager
Risk Assessment & Risk Management
Shipping Accounting Course: Awareness & Implementation
Stop Work Authority Training
Stowaways and Refugees
Sustainable Development Goals
TMSA Awareness
Trading in EU Waters
Train the Trainer

¹ The above is a nonexhaustive list of training programmes provided in 2023.



Disclaimer

In this report, the Company may make forward-looking statements or provide forward-looking information. All statements other than statements of historical facts should be considered forward-looking statements. Although such statements reflect the Company's current expectations, these statements are not guarantees of future performance, but involve risks, uncertainties, and assumptions which are difficult to predict.

This report is informed by metrics defined by the Sustainability Accounting Standards Board's (SASB) MARINE TRANSPORTATION: Sustainability Accounting Standard Sustainable Industry Classification System® (SICS®) TR-MT Prepared by the Sustainability Accounting Standards Board (October 2018), as well as taking into account relevant disclosure metrics set out by "Reporting for Signatories, United Nations: Principles for Responsible Investing (PRI) 2020." Supplementary disclosure metrics designed by Infrastructure Technical International Ltd (ITI).

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